

OMAN MEDICAL SPECIALTY BOARD



TRAINEE AFFAIRS FOLLOW-UP SECTION

Policy Title	Termination		
Policy Number	6		
Functional Field	Trainee Education		
Related Policies	<ul style="list-style-type: none"> • Assessment (under revision) • Examinations (under revision) • Interruption from training in Residency/Fellowship Program (Policy No.3) • Probation (under revision) • Professional Misconduct (under revision) 		
Responsibility of	Trainee Affairs Department		
Status	<input checked="" type="checkbox"/> Approved	<input type="checkbox"/> In-revision	<input type="checkbox"/> Proposed
		Draft #	Draft #
Approved By	Board of Trustees		
Effective Date	14 November 2021		

Revision History			
Number	Date	By	Main Changes
Revision # 1			
Revision # 2			

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1. POLICY TITLE

Termination

2. DEFINITIONS AND ABBREVIATIONS

None

3. POLICY STATEMENT

This policy provides the termination conditions and process in residency/fellowship programs.

4. PURPOSE/ REASONS FOR POLICY

4.1 Reasons of the Policy:

It is made to be a regulatory part to implement the OMSB Training Bylaw.

4.2 Purpose of the policy:

It is aimed for setting the termination conditions and process in residency/fellowship programs. This policy, also, provides information, guidelines and methodologies that ensure proper management of such issues.

5. SCOPE OF APPLICATION

This policy applies to all trainees enrolled in residency and fellowship programs.

6. THE UNIT RESPONSIBLE OF THE POLICY:

Trainee Affairs Department at OMSB, and it is responsible for developing, overseeing, reviewing and updating this policy. The authority concerned must be notified before any updates or changes to this policy.

7. APPROVAL BODY

Board of Trustees

8 PROCEDURE

8.1 Termination conditions:

A resident or fellow is terminated from the training in any of the following conditions:

- 8.1.1 If the trainee fails in the annual assessment (6 month / annual assessment) for two (2) consecutive years in a residency program, and for one (1) year in a fellowship program.
- 8.1.2 If the resident fails in all attempts of the OMSB Part-I Specialty Examination.
- 8.1.3 If the trainee exceeds two (2) years of the official duration of the training program due to poor academic performance and compensation of required blocks. The trainee shall also be terminated if he/she exceeds one (1) academic year due to interruption of training, maternity leaves or mourning (Iddah).
- 8.1.4 If the trainee interrupts his/her training for ten (10) consecutive days or twenty (20) nonconsecutive days without a valid reason acceptable to the Education Committee.
- 8.1.5 If the trainee interrupts his/her training without a valid reason before the approval of his/her withdrawal request from the training program.
- 8.1.6 If the trainee fails to adhere to the rules and regulations of the training program, OMSB Bylaws, professional code of conduct and/or the OMSB Training Bylaw and its subsequent decisions and guidelines.
- 8.1.7 If the trainee has been convicted of a crime, dishonorable act, breaching of trust, and/or fails to adhere to the professional code of conduct. However, if the conviction is for the first time or the court's ruling/judgment is suspended/in stay of execution, the Executive President may retain the trainee in the program. This retention may be considered provided that the reasons for the court order and the involved circumstances of the case do not jeopardize the requirements and nature of the training. The retention recommendation should be presented and discussed at the Executive Board.
- 8.1.8 If evidence was found or it was established that a trainee is not medically fit for training, and this compromises his/her safety, the safety of his/her colleagues and/or puts patients at risk. In this circumstance, the termination is recommended by the medical committee concerned at OMSB and the Education Committee of the training program.

8.2 Process for Termination:

- 8.2.1 If any of the abovementioned termination conditions is met, the Vice President for Academic Affairs present the issue to the Executive President for decision.
- 8.2.2 The trainee shall be suspended from training until the decision of the termination is officially provided.

8.2.3 The trainee must pay back all the fees approved by the Board of Trustees in the instance of termination from the training program. The payment may be waived based on a recommendation from the OMSB Board of Trustees and after the approval of the Ministry of Finance.

(Note: for the purpose of implementing this policy, consider the Articles 51, 52 and 53 of the OMSB Training Bylaw.)

9 RELATED POLICIES

- 9.1 Assessment
- 9.2 Examinations
- 9.3 Interruption from training in Residency/Fellowship Program
- 9.4 Probation
- 9.5 Professional Misconduct

10 RESPONSIBILITY FOR IMPLEMENTATION

- 10.1 Education Committee
- 10.2 Trainee Affairs Department

11 ISSUING OFFICE

Executive President

12 REVIEW

Executive Academic Committee will review this policy and make the necessary modifications and changes as deemed appropriate, no later than three (3) years from the date of the most recent version.

13 DIFFICULTIES/CHALLENGES

- 13.1 Effectiveness of the penalty and delay of its execution
- 13.2 Delay in processing termination

14. POLICY APPENDICES:

None

15. POLICY INDEXING

Policy No. 6

16. REFERENCES:

- 16.1 ROYAL DECREE 31/2006 OF ESTABLISHMENT OF OMSB
- 16.2 OMSB TRAINING BYLAW